



**WESTERN OREGON UNIVERSITY BOARD OF TRUSTEES
REGULAR MEETING OF THE FULL BOARD
APRIL 27, 2016
WERNER UNIVERSITY CENTER, COLUMBIA ROOM
2:00-6:00 PM
MEETING NO. 14**

BOARD MINUTES

(1) Call-to-Meeting/Roll Call

The meeting was called to order by Chair Jim Baumgartner at 2:01 pm.

The following trustees were present:

Arredondo (phone), Baumgartner, Fuller, Guthrie, Hurtado (left meeting at 3:00 PM, returned at 4:13 PM, and left again at 4:56 PM), Ingle, Koontz, Kulongoski (left meeting at 4:03 PM), Llamas (left the meeting at 4:53 PM), Minahan, Mladenovic (left meeting at 4:28 PM), Paraskevas, Taylor

The following trustees were absent:

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(2) Chair's Welcome

Chair Baumgartner welcomed trustees, staff, and the audience to WOU's fourth meeting as a full, independent Board. He recognized the substantial amount of work achieved over the past year and acknowledged, as discussed in the previous special planning meeting in March, all of the challenges the university faced, including funding, enrollment, and financial aid.

(a) ACTION ITEM: Special Recognition—WOU Men's Basketball

Chair Baumgartner noted the accomplishments of the men's basketball team and asked Secretary Hagemann to read a draft resolution into the record.

Hagemann read the April 27, 2016 Board Resolution 16-001 as follows:

Recognizing the men's basketball team, its coaches, student-athletes, and support staff for their achievements, dedication, sacrifices, and contributions to Western Oregon University, the University's alumni, and the surrounding Monmouth/Independence communities.

RESOLUTION

Whereas the Western Oregon University Men's Basketball Team won the Great Northwest Athletic conference regular season championship with an 18-2 record, and won Great Northwest Athletic Conference tournament thereby advancing to the NCAA Division II Men's Basketball West Regional Tournament as the #1 seed;

Whereas Western Oregon University hosted the NCAA Division II Men's Basketball West Regional Tournament for the first time in school history;

Whereas the Men's Basketball Team won the NCAA Division II Men's Basketball West Regional Tournament for the first time in school history, and earned the number three seed in the NCAA Division II Men's Basketball Elite Eight Tournament for the first time in school history;

Whereas the Men's Basketball Team won its first ever berth to the NCAA Division II Men's Basketball Final Four in school history and completed its season with a school record of 31-4;

Whereas by the extraordinary efforts of this team and coaching staff, a member of the team was named NCAA Division II West Region Player of the Year, and Great Northwest Athletic Conference Player of the Year for the first time in school history;

Whereas by the extraordinary efforts of this team and coaching staff, the head coach was named the NCAA Division II Men's Basketball West Region Coach of the Year, the Great Northwest Athletic Conference Coach of the Year, and the NCAA Division II Men's Basketball National Coach of the Year Runner –Up;

Whereas special commendation is due to all team members and coaching staff; and

Whereas Western Oregon University is proud of the record the Men's Basketball Team has earned and the fine publicity they have brought to the University by their good sportsmanship and inspired team play: Now, therefore, be it

Resolved by the Western Oregon University Board of Trustees

That the Men's Basketball Team be recognized for their achievements, dedication, sacrifices, and contributions to Western Oregon University's school history in their record-setting 2015-2016 season and their contributions to the Western Oregon University campus community spirit and pride.

Chair Baumgartner asked men's basketball head coach Jim Shaw to share a few words with the Board. Coach Shaw observed that the WOU men's basketball team, more than any other team he has coached, maximized talents and played to its full potential. He asked the student-athletes in attendance and assistant coaches stand to be recognized.

Chair Baumgartner congratulated the team and coaching staff and called for motion to approve the resolution recognizing the accomplishments of the WOU Men's Basketball Team. Minahan moved approval, and Koontz seconded the motion.

The following trustees voted in favor of the motion:

Arredondo, Baumgartner, Guthrie, Hurtado, Ingle, Koontz, Kulongoski, Llamas, Minahan, Mladenovic, Paraskevas, Taylor (Fuller is non-voting).

The following trustees voted against the motion.

None.

The following trustees abstained from the vote.

None.

Motion passed.

(3) President's Report

President Fuller referred to his written report in the docket and provided brief updates on the Pastega award winners, strategic planning, including its focus on the WOU mission statement, NWCCU accreditation site visit, including the commendations and concerns identified in the draft report, enrollment, selection of Dennis Tichenor, Class of 1966, as the Alumni of the Year, upcoming events, academic performance of WOU's student-athletes, the WOU Affordability Grant, and the impact of enrollment declines on the number of sections available and the need for non-tenure track faculty members.

Chair Baumgartner asked President Fuller how the NWCCU recommendations aligned with the HECC funding formula and President Fuller observed how the HECC's focus on outcomes resonated with NWCCU's interest in degree pathways.

(4) Shared Governance Reports

(a) Faculty Senate

Dr. Laurie Burton provided a brief report of Faculty Senate's efforts, including the process for recommending a faculty member for the Board, the NWCCU accreditation visit and faculty questions about the draft report, Policy Council, Faculty Senate committee work, tenure track and non-tenure track faculty members, academic advising, retention data, the Healthy Workplace appendix in the collective bargaining agreement, and Faculty Senate leadership. Dr. Burton noted that WOU's Director of Teacher Education, Dr. Adele Schepige, is the incoming Faculty Senate president.

Chair Baumgartner asked Dr. Burton about her observation regarding the accreditation process, mission statements, and student learning outcomes. Dr. Burton stated that the accreditation team did push WOU on student learning outcomes. Chair Baumgartner noted how strategic planning might address mission issues, but was unclear as to it might tackle student learning outcomes. He noted that for the layperson, "student learning outcomes" might mean simply a grade, but that it was much more than that. Dr. Burton encompasses more than a grade; she observed that it more of a critical understanding of what a student might have accomplished in a course.

(b) Staff Senate

Chris Solario provided a brief report of Staff Senate's efforts, including the process for recommending a staff member for the Board, website updates, professional development opportunities, workshop surveys, and Staff Senate officer elections.

(c) Associated Students of Western Oregon University (ASWOU)

Alma Pacheco provide a brief report for the Associated Students of Western Oregon University, including student body elections, diversity efforts, the re-chartering of student clubs and organizations, voter registration efforts in concert with the Oregon Student Association, food pantry donation drive, and event planning for area youth.

Chair Baumgartner asked Ms. Pacheco about ASWOU efforts to put forward candidates for any potential Board vacancy, and she noted that her predecessor, Corbin Garner, was coordinating that effort.

(5) Public Comment

The following individuals addressed the Board on the following topics:

Dr. Mark Perlman, Western Oregon University Federation of Teachers (WOUFT) president, addressed the Board on assessment. Dr. Perlman noted that faculty bargaining was complete and a lot of good was accomplished. He expressed hope in

the joint committee to examine salary issues. He turned to the accreditation visit and shared disappointment with the site team's session with faculty. Dr. Perlman observed that many of the team's recommendations centered on assessment. He stated that there was not much faculty could do if the emphasis on assessment was the new reality. Dr. Perlman described the heavy teaching load of WOU faculty and if assessment was the new reality, the university would need to make some adjustments to make the new reality possible. He shared that he was fairly confident that all the faculty feels this way. The Board reiterated that it was important for the faculty to understand the mission statement of the university because of the external changes in governance and how the HECC would distribute appropriation. President Fuller observed the important link between the accreditation finding and long-range strategic planning. Baumgartner echoed the importance of strategic planning and noted that if the faculty did not understand the institution's mission, it was a disconnect that needed to be fixed.

(6) Executive, Governance and Trusteeship (EGT)

(a) Committee Chair Report

Chair Baumgartner provided a brief report of the committee's activities, including board vacancies. He described the committee's work after Major General Daniel Hokanson's resignation and how the previous discussions of criteria for trusteeship would impact consideration of any potential vacancies in the designated positions. He noted that these previous conversations have led to a draft Board Statement on Board Vacancies, which would be considered later in the meeting. Chair Baumgartner observed that the draft was consistent with the previous presentations to the Board on the topic of board vacancies. He reiterated that, while the Board Chair would have a recommending role for all Board vacancies under the draft Board Statement, the decision rests solely with the Governor. With the discussion, Chair Baumgartner turned to the draft Board Statement prior to the Vice President & General Counsel's report and asked for a motion to approve the Board Statement.

(b) ACTION ITEM: Board Statement on Board Vacancies

Taylor moved approval, and Minahan seconded the motion.

The following trustees voted in favor of the motion:

Arredondo, Baumgartner, Guthrie, Ingle, Koontz, Kulongoski, Llamas, Minahan, Mladenovic, Paraskevas, Taylor (Fuller is non-voting).

The following trustees voted against the motion.

None.

The following trustees abstained from the vote.

None.

Motion passed.

(c) Vice President & General Counsel Report

Vice President & General Counsel Hagemann provided a brief report, recognizing that he would give updates on the Policy Council later in the meeting. He discussed recent efforts for the government affairs representatives at all of the seven public universities to plan for the 2017 Oregon Legislative Assembly and the formation of the Oregon Public University Council of Presidents. The Board asked about budget projections and Hagemann observed that the universities, as well as the rest of state government, were watching the gross receipts tax closely and how that might impact budgets. He noted that the universities had already submitted a consolidated 2017-2019 budget request to the Higher Education Coordinating Commission (HECC).

(7) Academic and Student Affairs (ASA)

(a) Committee Chair Report

Chair Minahan provided a brief report on the committee's work, including the action items on this Board's agenda. He introduced the Educator Equity in Teacher Preparation Institution Plan, required by House Bill 3375. He observed that the legislative requirements were focused on how to increase diversity and fairness in the selection of prospective future teachers and asked Provost & Vice President Dr. Steven Scheck to describe the legislation. Scheck asked Dean of the College of Education Dr. Mark Girod to describe House Bill 3375. Dr. Girod described the demographic realities of education in Oregon and how the plan addresses WOU's role in teacher education and bilingual education specifically. He observed that WOU would need to tackle many different strategies to increase diversity of new teachers for the state. He shared that diversity is defined as "culturally and linguistically diverse" so as to capture more than bilingual teachers in WOU's approach in enhancing a diverse work force.

The Board asked if the independent colleges and universities in Oregon still supply the majority of teachers and Dr. Girod observed that they did, although WOU redoubled efforts to educate teachers to focus on special education, deaf populations, and students with disabilities. The Board discussed prior legislation that required teacher education programs in the state to be nationally accredited and how that might eventually impact the number of teacher education programs in Oregon.

Chair Minahan noted that the second action item from the ASAC was related to the Educator Equity in Teacher Preparation Plan. He shared that Provost Scheck and

Dean Girod had crafted a graduate certificate in Dual Language/Bilingual Education in order, in part, to answer the demand for bilingual educators.

Minahan asked for a motion to approve the proposed graduate certificate and Chair Baumgartner asked if there were any further questions on the Educator Equity in Teacher Preparation Institution Plan required by House Bill 3375. Vice Chair Koontz observed that she appreciated the clear, measureable goals in the plan with regard to retention. The Board clarified that the plan, once approved, would be transmitted to the HECC. Dean Girod noted that WOU was committed to the action steps in the draft plan prior to the legislative requirement. Chair Minahan observed the hard work of the faculty to plan and deliver a comprehensive plan such as that captured by the proposed HB 3375 plan. Chair Baumgartner called for motion to approve the plan as recommended by the ASAC and as included in the docket.

(b) ACTION ITEM: Educator Equity in Teacher Preparation
Institution Plan (HB 3375)

The following trustees voted in favor of the motion:

Arredondo, Baumgartner, Guthrie, Ingle, Koontz, Kulongoski, Llamas, Minahan, Mladenovic, Paraskevas, Taylor (Fuller is non-voting).

The following trustees voted against the motion.

None.

The following trustees abstained from the vote.

None.

Motion passed.

Chair Baumgartner turned to the proposed graduate certificate in Dual Language/Bilingual Education. Scheck noted that the graduate certificate was for in-service teachers who already possessed a bachelor and master's degree. Provost Scheck noted that there was substantial documentation about the courses in the program included in the docket for purposes of transparency. Chair Baumgartner called for motion to approve the graduate certificate as recommended by the ASAC and included in the docket. Provost & Vice President Scheck asked for a correction to the motion. In the docket, the motion states that the certificate would be transmitted to the Oregon Higher Education Coordinating Commission. In fact, the certificate will be transmitted to the Northwest Commission of Colleges & Universities (NWCCU), the university's accrediting body. Ingle moved approval, and Mladenovic seconded the motion.

- (c) ACTION ITEM: Graduate Certificate, Dual Language/Bilingual Education

The following trustees voted in favor of the motion:

Arredondo, Baumgartner, Guthrie, Ingle, Koontz, Kulongoski, Llamas, Minahan, Mladenovic, Paraskevas, Taylor (Fuller is non-voting).

The following trustees voted against the motion.

None.

The following trustees abstained from the vote.

None.

Motion passed.

- (d) Provost & Vice President for Academic Affairs Report

Provost Scheck provided a brief report, including the topics of the Pastega awards, his involvement on an accelerated learning task force, and a pending proposal for an applied science transfer degree in biology.

- (c) Vice President for Student Affairs Report

Vice President Dukes provided a brief report, including the topics of the new Student Health & Wellness Center, the recipients for WOU student awards, and past and upcoming student events.

- (d) DISCUSSION ITEM: Undergraduate Admission Policy 2017-2018

Chair Baumgartner recognized WOU Associate Provost Dave McDonald to share changes to the 2017-2018 WOU Undergraduate Admission Policy. McDonald noted that there were four changes to discuss—two substantive changes and two process changes. He observed that WOU would change its minimum high school GPA for admission to 3.00 from 2.75 and would add class rank as a factor. McDonald also shared that WOU would shift to be “test optional” and no longer require the SAT or ACT for admission. McDonald noted that the SAT or ACT cost about \$100 and that could be a barrier to some students seeking admission to WOU. The Board asked what the minimum GPA for transfer students was and McDonald noted that it would remain 2.25.

McDonald also shared that WOU would require a letter from a high school teacher or counselor and would add language to the application regarding ineligibility for admission if a student is ineligible to enroll at another university. McDonald stated that Faculty

Senate and various academic and student affairs were briefed on the proposed changes prior to implementation. The Board discussed the differences between high school GPAs, transfer GPAs, and retention with McDonald. McDonald described a new assessment for writing placement. The Board asked whether raising the minimum GPA would have an impact on enrollment and McDonald described that a student with a 3.0 GPA or higher would be more likely to persist.

(8) Finance & Administration (FA)

(a) Committee Chair Report

Chair Taylor provided a brief report of the committee's work, including the agenda of the past committee work. The Finance & Admission Committee, at its previous meeting, considered an investment policy statement, FY2016 Q2 investments, the consolidated 2017-2019 budget request to HECC, current service level (CSL) calculations, capital construction requests, and two action items for the full board—FY2016 Q3 management report and the 2016-2017 Tuition and Fee rates.

(b) Vice President for Finance & Administration Report

Vice President Yahnke provided a brief report, thanking the committee for its work and turning to the various discussion items on the agenda.

(c) DISCUSSION ITEM: WOU Capital Request

Vice President Yahnke introduced the WOU (and consolidated) capital request for the 2017 Oregon Legislative Assembly. Yahnke described the collaborative process among the vice presidents at the seven public universities to devise a tiered list of projects to submit to HECC and the legislature. Yahnke observed that the materials were in draft form and that WOU capital priorities including seismic and safety renovations to the ITC building and the renovation of the Oregon Military Academy Building (OMA). Yahnke described the HECC prioritization process and how projects with funds set aside for bonding match were viewed favorably. President Fuller noted that the OMA renovation was added to the list—separate from the campus's master plan—because WOU had received bond proceeds to purchase the building and the state approved additional funds to the Oregon Military Department to vacate the building to leave for a new location. This was a discussion item and there was no Board action.

(d) DISCUSSION ITEM: CSL Projection & Consolidated Funding Request

After concluding the update on the WOU capital request, Yahnke introduced the CSL Projection & Consolidated Funding Request discussion item. He pointed the Board to the docket and supplementary materials. He observed that the public universities offered ten funding scenarios to the Higher Education Coordinating Commission.

Yahnke focused on funding scenario one—which is a \$100M increase across all seven universities to maintain current service level. Yahnke reiterated the work of the vice presidents to devise a “true” CSL to capture the budgetary impact of many legislative changes and PERS assessment. The Board confirmed that enrollment assumptions were constant for the modeling. Yahnke noted that PERS assessments were a significant headwind that all of the public universities faced. Yahnke concluded by illustrating a ten-year plan with updated CSL assumptions, including the impacts of minimum wage and salary increases. Hagemann described the current CSL process at the state and how, even though the universities requested funding for labor agreements, the institutions, at a minimum, wanted to receive treatment equal to that of the community colleges. This was a discussion item and there was no Board action.

Before turning to the Public University Fund and the remainder of the agenda. Chair Baumgartner moved the consideration of 2016-2017 Tuition and Fee Book up on the agenda because Trustee Llamas, the student trustee, needed to leave the meeting early.

(f) ACTION ITEM: 2016-2017 Tuition and Fees

Vice President Yahnke introduced the 2016-2017 Tuition & Fee Book as recommended by the FAC and included in the docket. Yahnke noted that, previously, the university informed the Board that it would not bring a tuition proposal that would exceed 3.0%. He outlined that the proposed tuition increase for resident undergraduate students in the variable rate plan was 2.6%. President Fuller expressed the desire to bring a tuition increase that would put WOU on par with other public institutions in the state on a per credit basis. He also stressed that WOU would be offering a Western Affordability Grant to students with zero EFC—which would cover the cost of the 2016-2017 rate increase. Chair Baumgartner called the Board’s attention to the March 2016 letter from students endorsing the modest tuition increase.

Chair Baumgartner called for motion to approve the 2016-2017 Tuition & Fee Book as recommended by the FAC and as included in the docket. Llamas moved approval, and Paraskevas seconded the motion.

The following trustees voted in favor of the motion:

Arredondo, Baumgartner, Guthrie, Hurtado, Ingle, Koontz, Llamas, Minahan, Paraskevas, Taylor (Fuller is non-voting).

The following trustees voted against the motion.

None.

The following trustees abstained from the vote.

None.

Motion passed.

(f) DISCUSSION ITEM: Public University Fund

Vice President Yahnke returned to the Public University Fund discussion item. There were docket and supplemental materials. He explained that the PUF—in which six of the seven public universities participate—has approximately \$190M in the core account and \$116M in the long-term account. The Board confirmed with Yahnke that the fund typically outperforms the state and local government's investment pool.

This was a discussion item and there was no Board action.

(g) ACTION ITEM: FY16—Q3 Management Report

Yahnke offered that the review of the FY16—Q3 Management Report would be brief, with no major changes from the last Board meeting. He noted a projected 16.8% fund balance, driven mostly by position vacancy savings and a slight increase in tuition revenue. Yahnke observed a 4% increase in housing and dining revenue. Yahnke confirmed an increase in athletic ticket revenue. He shared a slight increase in revenue from the designated operations and service centers.

Chair Baumgartner called for motion to accept the FY2016—Q3 Management Report as included in the docket. Ingle moved acceptance, and Minahan seconded the motion.

The following trustees voted in favor of the motion:

Arredondo, Baumgartner, Guthrie, Ingle, Koontz, Minahan, Paraskevas, Taylor (Fuller is non-voting).

The following trustees voted against the motion.

None.

The following trustees abstained from the vote.

None.

Motion passed.

Before turning to the remaining agenda items. Taylor expressed dismay at the public comments earlier in the meeting and how faculty members could not know what the mission statement of the university is. Paraskevas observed that WOU was making steady progress to understanding the requirement for learning outcomes and

assessment. Chair Baumgartner concluded by noting that he really wants WOU to move from the “best kept secret” to the “best known opportunity.” Minahan noted understanding the institution’s mission is part of the faculty’s motivation. Paraskevas observed, with a current faculty lens, that faculty should tell students what the goal of the course is, what the faculty wants them to learn, and to make the criteria for students transparent.

(9) Board Discussion: NWCCU Accreditation Visit

With the brief discussion of prior comments, Chair Baumgartner introduced the NWCCU Accreditation Visit discussion item and turned to President Fuller to expand on the docket materials. Baumgartner first observed that the site team pressed him firmly on whether or not the Board had a mission statement. He noted that in the first year after significant governance change, the Board was focused on getting organized. Baumgartner shared that the site team thought that the Board might be trying to usurp the president’s authority, but after reflection, the site team included in the written comments that the Board and university was to be commended for working through governance change. President Fuller addressed the process and timeline going forward after the site team visit. He noted that the Commission would convene in-person in late June to discuss WOU’s accreditation. Fuller reflected on what the NWCCU’s site team report meant to the university. He noted the substantial amount of work the Board, faculty, and staff had accomplished. He shared that at the first strategic planning committee meeting, the group discuss mission, vision, and values. Fuller stated that he believed that the university would identify measurable outcomes related to the institution’s mission. He observed that WOU needed a “reawakening” to the university’s mission. Fuller continued, observing that the faculty were the lifeblood of the university and recruiting and retaining excellent faculty must be a priority. He returned to the accreditation’s team pushing the institution about its mission and noted the important challenge of thinking differently about curriculum. Fuller offered that he was optimistic and that the institution sat at a moment of cultural change. Baumgartner concurred and stated that while he intentionally focused on organizational elements in the Board’s first year, he was excited to turn to the strategic questions of recruitment, retention, and mission achievement.

(10) Board Discussion: Policy Council

Vice President & General Counsel Hagemann provided a brief report on the progress of the university’s Policy Council. Hagemann reviewed the history of the project and the fact that WOU inherited policy statements from the Oregon University System. He shared that the Policy Council, created by the Board Statement on Delegation of Authority, had convened several times and was making significant progress on organization and conversion of the university’s policies and procedures.

(11) Board Discussion: Commencement

Chair Baumgartner asked President Fuller to provide a brief update on commencement preparations. Fuller described the platform party, encouraged any trustee to attend commencement, reminded the Board that Representative Betty Komp would be the commencement speaker, and reviewed the calendar of events for the day. Baumgartner observed that the President and his staff did an excellent job coming into a new institution, with a new Board, facing the final year of a seven-year accreditation cycle, declining enrollment, and the negotiation of a faculty labor agreement.

(12) Final Announcements

There were no final announcements.

(13) Adjournment

Chair Baumgartner adjourned the meeting at 5:45 pm with a quorum (Arredondo, Baumgartner, Fuller, Guthrie, Ingle, Koontz, Minahan, Paraskevas, Taylor)

A handwritten signature in black ink, appearing to read "Ryan J. Hagemann", written over a horizontal line.

Ryan J. Hagemann
Secretary to the Board of Trustees